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NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

the

Network

"Celebrating 80 years of Service to the Fleet"

Volume 21 No. 7 July 2003



CAPT Ray Berube, former FISC San Diego commanding officer, makes his departure at the Change of Command held on Broadway Pier June 11.

CAPT Harry Davis, FISCSD's new commanding officer, receives the Command Ashore pin from RADM Justin D. McCarthy, during the Change of Command ceremony.

Davis relieves Berube as FISC San Diego commanding officer

Navy Supply Corps Captain Harry W. Davis relieved Captain Raymond E. Berube June 11 as commanding officer of the Fleet and Industrial Supply Center San Diego in a traditional Navy change of command ceremony held on the Broadway Pier in downtown San Diego.

Guest speaker Rear Admiral Justin D. McCarthy, Commander, Naval Supply Systems Command and Chief of Supply Corps, lauded Berube for his exceptional leadership. "I know you are proud of the accomplishments your team has achieved, and you should be," said McCarthy. "Your leadership, dedication and hard work were directly responsible for their success.

"You have developed a team that continues to set the benchmark that others are measured against," he

continued. "Your leadership, together with the great team of professionals here at FISC San Diego, has made a huge difference in the quality of support provided your customers."

Of turning the helm over to Davis, McCarthy had this to say, "CAPT Davis brings a breadth of experience and a reputation for consistently outstanding performance. His prior tours provide him the in-depth understanding and perfect background to building on the momentum that has been demonstrated here and lead the FISC team on to even greater accomplishments. He is the right leader at the right time to ensure the ongoing transition is successfully completed."

Davis expressed gratitude for the admiral's confidence and support. "Thank you, sir, for the opportunity to

lead this great organization," said Davis. "Although my tour as commanding officer will be a short one, I look forward to the many changes and challenges ahead as we continue our transformation initiatives."

As part of NAVSUP's transformation plan, FISCSD will become the lead FISC responsible for facilitating common practices and efficiencies across the six FISCs located in Jacksonville, Fla.; Norfolk, Va.; Bremerton, Wash.; Pearl Harbor, Hawaii; Yokosuka, Japan; and San Diego. This includes monitoring waterfront strategic plan performance by way of standard metrics, providing field contract oversight, managing the Intra-fleet Supply Support Operations

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Captain's Call

June 11 was a great day at FISC San Diego. The sendoff we gave to CAPT Berube was outstanding. His tour at FISCSD was exceptional and the results of his leadership will be evident as we continue with our transformation initiatives.

As we move toward the establishment of lead FISC or Commander, Fleet and Industrial Supply Centers, as it will be known, much work and progress needs to continue. We have a plan laid out to continue this process. This summer will be an exciting time for FISCSD as the changes are incorporated.

One of the biggest challenges that I feel is almost complete is the change to NMCI. Our Code 30 Team, and all of

you, have done a tremendous job getting us ready and making the transition. As I write this, North Island is transitioning to NMCI and the Fuel Depot will transition in late July. I know that concerns continue to surface and I ask that you direct those concerns to Code 30/NMCI Helpdesk for resolution.

Last week we celebrated the birth of our great nation. July 4 was a day of family gatherings, cookouts and celebrations. The harbor was ablaze in a fireworks show that was a thrill for all to watch.

And with summer officially here, many of you will be taking hard-earned vacations. Enjoy the well-deserved time off and travel safely.



Keep charging!

Harry Davis

The Network

The Network is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

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Visit our Web site at www.sd.fisc.navy.mil.



A luncheon was held June 19 at the Navy Golf Course in Cypress for Naval Weapons Station Seal Beach employees who will be retiring or resigning by July 3. Pictured left to right are CAPT Harry Davis, FISCSD commanding officer, Abe Cabaccang, Julita Calderon, Gale Howard, Maria Tajalle, Carolyn Matthews, Nilo Okilada and CAPT Robert Mirick, NWSSB commanding officer.

Change of Command

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Program (ISSOP) Center of Excellence, and allocating program management responsibilities across the FISCs.

"On July 25, FISC San Diego's new role will officially begin as they take on the responsibilities of lead FISC for the NAVSUP enterprise," announced McCarthy.

At that time, Davis will be relieved as commanding officer by Rear Adm. (Sel) William A. Kowba who will become Commander, Fleet and Industrial Supply Centers. Coinciding with this event, RDML (Sel) Kowba will also be designated as Assistant Chief of Staff for Regional Commander Support, and serve as the NAVSUP principal agent in establishing, monitoring and delivering FISC support to all regional commanders.

Davis, a native of New Jersey, holds a bachelor's of business administration degree from Eastern Kentucky University and a master's degree in business administration from Old Dominion University. His personal awards include qualification as Surface Warfare Officer, Surface Warfare Supply Corps Officer, Naval Aviation Supply Officer, Defense Meritorious Service Medal, Joint Service Commendation Medal, Meritorious Service Medal (three awards), Navy Commendation Medal (three awards), and the Navy Achievement Medal. Prior to assuming command of FISCSD, he served as the Center's executive officer.

Berube is transferring to the Military Personnel Command in Millington, Tenn., as director of their newly established Business Operations Department.

**For more photos on Change of Command, see pages 6 and 7.*

Rear Admiral (Sel) Kowba selected to be first Commander, Fleet and Industrial Supply Centers

NAVSUP Public Affairs

RADM Justin D. McCarthy, Commander, Naval Supply Systems Command, announced today that RDML (Sel) William A. Kowba has been selected to be the first Commander, Fleet and Industrial Supply Centers.

As part of NAVSUP's ongoing Transformation initiative, FISC San Diego has been designated the NAVSUP's lead FISC and assigned responsibility to drive common policies and practices across all supply centers. In recognition of the expanded responsibilities of this position, a

Supply Corps flag officer is being assigned to FISCSD to take command and control over FISC operations. All six FISCs will be under the operational control of COMFISC, who in turn will report directly to the Commander, Naval Supply Systems Command.

The six FISCs located in Jacksonville, Fla., Pearl Harbor, Hawaii, Puget Sound, Wash., Norfolk, Va., San Diego, Calif., and Yokosuka, Japan, provide a variety of logistics support services and products to our Naval forces, both on a regional and global basis.

"Creating the lead FISC was a major milestone in our Transformation journey," RADM McCarthy said. "As the first Commander, Fleet and Industrial Supply Centers, Rear Admiral (Sel) Kowba's mission will be vital to maintaining our ability to support our customers, improve our processes, and gain efficiencies across our FISCs."

When RDML (Sel) Kowba assumes his new duties on July 25, he will also function as the Assistant Chief of Staff for Regional Commander Support. As such, he will become the primary NAVSUP interface with Commander Navy Installations for NAVSUP's enterprise-wide support to the Navy's regional commanders.

RDML (Sel) Kowba is currently a Senior Fellow assigned to the Chief of Naval Operations Strategic Studies Group, Newport, R.I. A native of Rochester, N.Y., he holds a bachelor's degree from St. Bonaventure University and was commissioned through the Officer Candidate School Program in June 1976. He holds three graduate degrees, including master's degrees from the University of Richmond and Webster University, and a master's degree in business administration from the Anderson School at University of California Los Angeles. His previous assignment was commanding officer, FISC Norfolk, Va.





Occupation: Physical Distribution Facilities Manager, FISCSD NADEP North Island site.

Birthplace: Presidio of San Francisco (U.S. Army), San Francisco, Calif.

I graduated from: Chula Vista High School, Chula Vista, Calif.

What brought me into civil service: Retirement from U.S. Army active duty with a 30 percent permanent disability – no civilian organization would hire me because I had a lot of doctor appointments.

Summary of government career:
 U. S. Army (active duty): February 20, 1950 to April 13, 1972.
 U. S. Navy (civil service): 1972 to present.

Hobbies: Fishing and traveling

Nobody knows I am: Jewish by birth – Catholic by choice.

Pet peeve: Cars speeding up and passing me to prevent me from changing lanes – then they change into my lane after passing me!

If I could change something, I would: Change the assignment of FISC CO/XO – the XO would succeed the CO upon his reassignment.

Secret to success: Lots of education and plenty of training.

If I could do it over, I'd: Not change a thing.

I'd give anything to have met: President Ronald Reagan before his disability.

I've never been able to: Skate backwards.

The last good book I've read: I am not a book reader.

Favorite quote, motto or phrase: "Organization is the art of getting men to respond like thoroughbreds. When you call upon a thoroughbred, he gives you all the speed, strength of heart and sinew in him. When you call upon a jackass, he kicks."

Favorite singer/group: Neil Diamond/Righteous Brothers

I wish I could stop: The bloodshed between Israel and Palestine.

The one thing I like best about myself: My inner strength and belief in God!

I am most proud of: My 10 children, 28 grandchildren and eight great-grandchildren.

My most embarrassing moment: Right after I got a full upper mouth plate, I was attending an Ice Follies Review in 1963 when something tickled my funny bone. I was laughing so hard my plate popped out of my mouth and landed in a lady's lap three rows in front of me. Much to her astonishment and my embarrassment, I recovered my plate.

NAVSUP's public Web site has been upgraded

The NAVSUP Public Web site www.navsup.navy.mil was moved to an upgraded platform on June 5. Although the look and feel of the site remains the same, it now has an enhanced search capability available. Be sure to check it out!

Users who have bookmarked pages on the site will need to delete the old bookmarks and create new ones. Using previously bookmarked pages will result in a "Page Not Found" message. Entering www.navsup.navy.mil will continue to direct you to the home page.

For more information contact Jan Derk, NAVSUP Public Affairs Office at (717) 605-7402, DSN 430-7402 or by e-mail at janice.derk@navy.mil.

NAVSUP Corporate Climate Survey scheduled for August

The NAVSUP Corporate Climate Survey Round 4 is tentatively scheduled for August 2003.

All employees are encouraged to take the survey electronically from home, work or any other location with computer access.

Hard copies of the survey will be available for those without computer access.

FISC San Diego Training Calendar for August 2003

To enroll in any of the following classes call (619) 532-2038, DSN 522-2038, or send an e-mail to FISCSD_Training@navy.mil. Supervisory approval is required.

For more information on training courses and programs, online learning, and your training record, log on to the FISCSD Employee Extranet at https://Extranet.sd.fisc.navy.mil/training_set.html.

Communicating Across Cultures

August 7, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Pacific Room

Effective Briefings

August 21, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Eagle Room.

DLA Customer Assistance Logistics

August 26-27, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Synergy Center

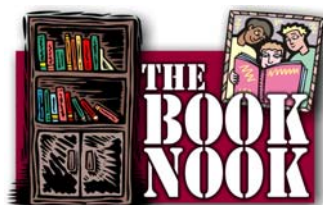
Training for Outlook users available online

With the cutover to NMCI, all computer training will be conducted online. New NMCI users needing Microsoft Outlook Training can access the NMCI E-Learning at <http://homeport>.

On the NMCI homepage, in the box labeled NMCI select "User Training," then under NMCI Training services select "My NMCI E-Learning."

You can also take Microsoft Outlook on the Navy Learning Network at www.navylearning.com.

For more information contact FISCSD Training at (619) 532-2038.



Sanity Rising: Unnecessary Evil About Unnecessary Evil and Excelling in the 21st Century

Author: John F. Nienstedt

Reviewed by Ellen Fuller

Training Specialist, FISCSD Workforce Development

The author, John Nienstedt, is a former Navy Captain, successful businessman and professional trainer. Nienstedt has taught courses at FISCSD including *Conflict Resolution for Win-Win Results*, *The Power of Persuasion*, and *Workplace Superstars*. He has written several fiction and nonfiction books. This, his latest, is available for checkout from the FISCSD Professional Library located in the Training Center.

Nienstedt begins his book with a discussion of the definition of evil as "any conscious act by people capable of exercising their reasonable free will, that harms others, who themselves are not consciously attempting to harm others." Accordingly, evil lurks everywhere, even in the workplace.

According to Nienstedt, evil goes beyond us because it breeds resentment, fear and envy in others. We resent what others have done to us and we seek revenge, justifying it as well deserved and, therefore, not evil. We envy what others have that we don't have: status, position, power, a higher salary, or a corner office.

Unhealthy competition, that is the drive to win or to get ahead at all costs and making triumph an end in itself, breeds hostility. This is because it takes away from others, rather than creating something valuable to benefit the organization or the world. The author contends that the healthiest competition is competition with oneself, honing our skills and striving to be better to create more value.

In Part I, in his discourse on evil, Nienstedt concludes with recommendations, which, if followed by more people, makes for a happier life and contributes towards reducing evil in the world. These recommendations are appropriate behavior for everyone in the organization:

1. Replace resentment with understanding. We don't necessarily have to forgive others for hurting us, but it makes us more effective if we understand their motives in doing so.
2. Replace envy with honest admiration. Think of how others came to accomplish what they did.
3. Replace fear with honest self-confidence. Forgive yourself for your flaws and build your own self-respect. Beware, however, of false pride. It's important to know and work on correcting your shortcomings. This will accomplish much more than self-degradation.

In Part II, *Excelling in the 21st Century*, the author identifies four basic patterns of human behavior. The "Take Charge" person is naturally competitive, direct, impatient, generally disorganized, and bored with routine and details. These hard chargers have a strong ego and, at worst, can come across as brash or cocky. The "Outgoing Charmer," on the contrary, needs and wants to be liked. Emotionally demonstrative, the charmers are good talkers, are popular, and thrive on their popularity. The "Good and Reliable Person" is helpful and dependable. This type of person values security and the status quo; he/she is comfortable with routine and dislikes change. The "Serious Pragmatists" value quality; they pay strict attention to details and use inductive reasoning and linear logic.

See *Sanity Rising*, back page

Change of Command



CAPT Harry Davis, CAPT Ray Berube, and RADM J.D. McCarthy during the arrival honors at the Change of Command on June 11.



CAPT Davis' arrival is announced as sideboys line the entrance to the stage.



RADM McCarthy prepares to award CAPT Berube the Region of Merit award as the award citation is being read.



During his farewell remarks, CAPT Berube thanked FISCSD managers, supervisors, employees and unions for exhibiting "an unmatched level of innovation and ability to accomplish even the most difficult missions."



CAPT Berube's wife, Mary, sitting with children Paige and Peter, holds the bouquet of roses she received from her husband.



RADM McCarthy salutes during his departure at the Change of Command.

Change of Command



Mary Beth Sicari, CAPT Jim Sicari, CNRSW business director, CAPT Jessie Tate, CNRSW chaplain, and Fred Sculli, CNRSW legal counsel, enjoy refreshments at the Change of Command reception.



FISCSD wished CAPT Berube "Fair Winds and Following Seas" as he cut the ceremonial cake.



New commanding officer, CAPT Davis, poses with his proud wife, Nannette.



Sandy Johnson, Chachi Gorman and Chuck Novak, Code 50, enjoy refreshments at the Change of Command reception.



CAPT Maureen Kowba and retired RADM John Ruehlin were among the well-wishers at the ceremony and reception.



RADM McCarthy and retired CAPT Bruce Maxon, former commanding officer of FISCSD, catch up after the ceremony.

Areas “off-limit” to military personnel

The following “off-limits” orders are imposed upon all military personnel in the Commander, Navy Region Southwest area of coordination.

Nine San Diego area establishments and locations are “off-limits” at all times to all military personnel. They are:

- * Advanced Services of San Diego, The Focus Point, and/or any other photo-finishing business located at 849 4th Ave.

- * Midnight Adult Book Store, 3606 Midway Dr.

- * Base Liquor and the adjoining parking lot, 3201 National Ave.

- * Club Mustang, 2200 University Ave.

- * Club San Diego, 3955 Fourth St.

- * Dream Crystal, 1536 Highland Ave., National City

- * Get It On Shoppe, 3219 Mission Blvd.

- * Main Street Motel, 3494 Main St.

- * Vulcan Baths, 805 West Cedar St.

The following two areas are off-limit at the times specified:

- * In Mission Valley, the Mr. O’s Nightclub at 1299 Camino Del Rio South and the Denny’s Restaurant next door at 1065 Camino Del Rio South, and all adjoining parking lots, parking ramps, parking structures, adjacent sidewalks and adjacent streets are “off-limits” from 9 p.m. until 6 a.m., every night.

- * The parking lot located at South Mission Beach Park, 600 San Diego Place, to include the sidewalk, grass and beach areas immediately adjacent to the parking lot, is off-limits between the hours of noon and 10 p.m., every Sunday, from May 1 to Oct. 1, every year.

The following two areas are off-limit from sunset to sunrise:

- * In Otay Mesa, the undeveloped property in south San Diego bordered on the west by I-805, on the south by

state highway 905 and Otay Mesa Rd., on the north by Otay Valley Rd., and on the east by Otay Valley and Heritage Rds., except while traveling to, from, or remaining at any private residence or licensed businesses within the described area.

- * Willie Henderson Park/San Diego City Park at 45th St. and Logan Ave.

The paragraphs above constitute lawful general orders. Violation by U.S. military personnel is punishable under Article 92 of the Uniform Code Of Military Justice.

In addition, caution should be taken in these areas:

- * In Mission Valley, the parking lots adjacent to Denny’s Restaurant at 1065 Camino Del Rio South, and Mr. O’s, 1299 Camino Del Rio South at all hours of the day and night. San Diego Police report gang, narcotics and other illegal activity, especially during the late night hours at or near these establishments, to include parking areas and all surrounding streets and sidewalks. Service members have been assaulted and otherwise victimized, and some have been seriously injured. Extreme care should be exercised at all times, and especially on Friday and Saturday nights.

- * The external perimeter area of Naval Station San Diego remains a potentially dangerous location, especially during darkness. This area should be avoided.

- * Many trolley stations become potentially dangerous areas after trolley services secure, especially at Palomar St. and San Ysidro. Personnel using trolley services should know the hours of operation.

- * Service members continue to experience problems (assaults and other victimization) in Tijuana, especially late at night. The majority of those victimized are intoxicated and separated from friends during late night hours, reconfirming the importance of judgment, the buddy system, and sobriety.

Military personnel are reminded that there is no Status of Forces Agreement with Mexico. U.S. military personnel should understand their military status gives them no special rights or protections beyond that of an ordinary American tourist in Mexico.

When driving into Mexico, obtaining Mexican automobile insurance coverage is strongly recommended. Without proof of Mexican insurance, or other immediate financial resources, persons involved in traffic accidents may be held in jail indefinitely until issues of criminal and civil liability are resolved.

Personnel who use Automated Teller Machines (ATMs), especially late at night, are often targeted as victims of robbery, assault or extortion.

Personnel should not resist lawful arrest or attempt to “settle” disputes by offering or giving money to police. Payment of money should only be done before a proper court official.

All liberty incidents occurring in Mexico should be reported to the Border Shore Patrol immediately, especially incidents involving allegations of extortion or assault by Mexican police or uniformed private security personnel (such as club bouncers).

The BSP is located on the ground floor of the customs building on the U.S. side of the San Ysidro border crossing. The telephone numbers from the U.S. are (619) 428-2427 and 428-1318. If calling from Mexico, use the long distance operator who will then make the connection to the BSP. Collect calls will be accepted.

The BSP makes frequent visits to all Tijuana area jails. If arrested by Mexican authorities, U.S. military personnel should immediately identify themselves and cooperate. Most Tijuana jails will allow U.S. military

See Areas “off-limit” next page



Storekeeper Second Class (Surface Warfare) Maria Delgado received the 2003 Military Women of Achievement Award at a ceremony held at the Marine Corps Recruit Depot June 17.

Since reporting to FISC San Diego's SIMA site in March 2001, SK2 Delgado has been a model Sailor. She has made significant professional contributions while maintaining tremendous involvement in community service. Significant achievements include:

- * Selected as FISCSD's Junior Sailor of the Year for 2002.
- * A key player in tracking and expediting more than 70,000 mission critical stock and open purchase requisitions valued in excess of \$25 million.
- * Analyzed and validated more than 200 material requisitions from completed and cancelled maintenance jobs saving the Navy in excess of \$265,000 in otherwise wasted operating funds.
- * Coordinated 26 visits between commercial vendors and SIMA production shops to provide product awareness and training to improve fleet material readiness.
- * Serves as FISCSD's SIMA site community service coordinator and has spearheaded countless fundraisers and events. Her leadership and dedication led FISCSD's SIMA site to receive the 2002 Commander, Navy Region Southwest Project Good Neighbor Award and honorable mention in the Chief of Naval Operations Project Good Neighbor Flagship Award.

In addition, Delgado is currently pursuing a bachelor's degree in business administration at National University. She hopes to complete her degree next year.

Areas "off-limit"

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personnel to telephone the BSP. In addition to the BSP, employees of the U.S. Consulate in Tijuana, the Immigration and Naturalization Service, U.S. Customs Service, and the U.S. Border Patrol will assist military personnel.

All naval personnel in paygrades E-3 and below are required to obtain

advance permission from their chain of command, to receive a briefing on liberty pitfalls in Mexico prior to entering the Mexican border area, and to use the buddy system (at least one other Sailor or other adult).

A special request chit, signed by the Sailors' parent command shall be carried by all E-3 and below while in the Mexico border area. The chit must be presented to BSP if requested.

Summer peak season for HHG moves is here

PPSO director urges customers to act quickly

The FISC San Diego Personal Property Shipping Office is experiencing a heavy volume of household goods move applications for June and July and customers are being urged to make an appointment for move counseling immediately upon receipt of their PCS orders.

During the summer peak season, local commercial moving companies quickly become saturated and their capacity to accept moves on many peak summer days can be extremely limited. "It is anticipated that local carriers will become saturated with moves for the rest of June and early July very quickly," said PPSO director, Wayne Franklin. "As a matter of fact, most dates for the end of June and first week of July are already fully booked and the carriers cannot accept more shipments for those dates."

To help better plan their move, Franklin recommends that customers select a move date and two possible alternate dates. "Moving companies obligate their resources on a first-come, first-served basis," explained Franklin. "As a general rule, the last week of the month is the busiest time for moves. Our experience during previous summer peak seasons has shown that choice moving dates fill up very fast and this summer is no exception."

Franklin says those who have a confirmed move date should make every effort to minimize requests for changes. "Since the carriers are getting fully saturated early this summer, it's taking an average of three weeks from the time an application is completed to the time a carrier is available," he reported. "The PPSO will try to accommodate your

See Summer Peak back page

News

Annual Sports Day another huge success!

The annual FISC San Diego/ Roosevelt Middle School Sports Day, co-sponsored with the San Diego Department of Parks and Recreation, was held May 23 at the Morley Field Sports Complex in Balboa Park.

FISCSD military and civilian staff teamed up to play soccer and softball against the students. Youth triumphed on the soccer field despite the best efforts of FISCSD SIMA site and a goal scored by CAPT Ray Berube. The students beat Code 100 around the diamond, too, but our clever master chiefs, SKCM Ben Hebron and SKCM Florian Pet, put together mixed teams for volleyball, successfully avoiding a student sweep in all sports.

It was an enjoyable event and a great opportunity to serve a community that is very supportive of the Navy.



Roosevelt Middle School students pose for a group photo at Morley Field Sports Complex on Sports Day. Photo by Paul Stuhler



CAPT Ray Berube battles for control of the ball and later scored a goal during the soccer match. Photo by Paul Stuhler



SKCM Ben Hebron shows his determination during a volleyball game. Photo by Paul Stuhler



*The Commanding Officer
Fleet and Industrial Supply Center San Diego
requests the pleasure of your company at the
Change of Command Ceremony at which
Captain Harry W. Davis
Supply Corps, United States Navy
will be relieved by
Rear Admiral (Sel) William A. Kowba
Supply Corps, United States Navy
on Wednesday, the twenty fifth of July
at nine o'clock
Broadway Pier
San Diego, California*

Enterprise News Briefs

CDR Michele Burk, a team leader with the Naval Inventory Control Point Mechanicsburg, Pa., has been selected as the Military Logistician of the Year in the 2002 Arthur awards for logistics excellence.

Ms. Frances A. Dwyer has been selected to be the executive director of the newly formed Naval Operational Logistics Support Center (NOLSC).

The Navy's **Material Financial Control System (MFCS) Retail Ashore Implementation Team** received the Assistant Secretary of the Navy Financial Management and Comptroller Team Award. MFCS provides cradle-grave accountability for the Navy's inventory management system.

New Arrivals

Congratulations to **Tammy Sanchez**, Code 200, on the arrival of her second grandchild, Aryanna LeeAnn, born June 2.

Condolences

SHCM Rolando Carandang, NEXCOM, on the loss of his nephew, Cran Ray Carandang Martinez.

Congratulations:

The following FISCSD reserve officers were selected to 05: **CDR(Sel) Jon Watson**, commanding officer, FISCSD 319; **CDR(Sel) Mark Edson**, executive officer, FISCSD 219 and **CDR(Sel) John Lagrue**, Code 90.

The following FISCSD Sailors were selected to Senior Chief Petty Officer: **MSCS(SW) Russel Paje**, **SKCS(SW) Eric Endoso**, **DKCS(SW) Nilo Nunez**, **SKCS(SS) Jose Serna**, and **SHCS(SW) Benjamin Deguzman**.

Letter of Commendation

SS2(SW) Felix Vicente for performance of duties as a fleet liaison team member at FISCSD from June 2000 to May 2003

SK2 Anthony Hinds, for performance of duties while serving at FISCSD from January - March 2003.

SK1(SW) Jason Thomas, for performance of duties while serving at FISCSD from January - March 2003.

Retirements

SK1(SW) Daniel Saeger, 22 years
Maria Ray, 31 years
Edgar Guiang, 27 years
Rosario Taylor, 29 years
Proceso Solomon, 40 years
Carlo Telli, 29 years
Dennis Peterson, 35 years
Mary Wilson, 22 years
Mattie Buchanan, 32 years
Sandra Malveaux-Jones, 35 years
Geraldine Thornton, 27 years
Carnell Williams, 22 years
Pamela Royale, 29 years
Roman Miltob, 38 years
Ricardo Bergula, 36 years
Jose Mangubat, 42 years



Dennis Peterson retired after 35 years. His wife, **Laurin**, attended a ceremony held for Peterson at the Fuel Farm May 28. Photo by Steve Frey

Retirements continued...

William Rice, 33 years
Cesar Mison, 23 years
Ada Payne, 23 years
Maria Tajalle, 40 years
Gale Howard, 28 years
Carolyn Ann Matthews, 29 years
Julia Calderon, 15 years
Gloria Garrett, 31 years
Virgilio Palisoc, 37 years
Charles Voyce, 31 years
Marjorie Wolfenbarger, 36 years
Deyana Caldwell, 30 years
Jerry Bates, 37 years

Looking for Love at FISC San Diego? Better check building 12...

Susan Civitillo

FISCSD Public Affairs

How many keys do you have on your key chain?

Ossie Love carries 48 keys on his – and every one of them gets used as part of his duties as a materials handler at FISC San Diego.

Love is in charge of everything that gets “received” at buildings 12 and 8 at Broadway Complex. It is his responsibility to make sure all the material gets stored and delivered to the right place, wherever that may be among the various FISCSD sites. He is known to work seven days a week when necessary and takes pride in the fact that no material has ever been lost or stolen under his watch. “Nothing goes into buildings 12 and 8 that doesn’t go through me,” Love pointed out.

Since FISCSD was chosen as the “hub” for storage and distribution of all Navy Marine Corps Intranet equipment to naval activities in Commander, Navy Region Southwest, Love has been especially busy these last few months helping to manage a working crew of 15 contractors assigned to receive, store and deliver the new computer equipment. This major undertaking is expected to continue through the fall.

Love began his career in the government as a GS-3 working in quality assurance and in 1983 was assigned to



Ossie Love, Code 123, has been making sure material gets where it’s supposed to at FISCSD for 28 years.

his present position as materials handler. “In 28 years, I’ve never gone home and left a job undone,” stated Love matter-of-factly.

Robert Pope, Love’s supervisor in Code 123,

recognizes the work Love does. “I’ve known Ossie for the last 20 years and the one thing that impresses me most about him is his work ethic,” said Pope. “Ossie’s performance indicates that his goal is never just completing a job, but completing a job that he and others can be proud of.”

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Sanity Rising

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According to Nienstedt, everyone relates rather strongly to one of these patterns and has a secondary pattern that is related to under certain circumstances, such as stress. We should use our strengths and understand our weaknesses. Most importantly, rather than trying to change people, which is futile, we should understand and respect the patterns of other people.

Nienstedt makes a strong case for the value of listening as a powerful communication tool. Others know when you are listening to them and respond much more positively to being listened to than to didactic speech. Didactic speech seeks to exert power and raises resentment, while listening truly influences.

Nienstedt goes on to discuss 'charisma' and lists its necessary ingredients:

- * A *vision* of something important to accomplish. This vision always involves others.

- * *Honest self-confidence* in himself/herself.

- * Having others give *positive responses* in their regard to the universal questions: Can I trust you? Are you dedicated? Do you really care about me?

These concepts are certainly applicable to effective leadership; some degree of charisma is necessary to effectively lead others. Effective leaders have self-confidence about what are his/her real strengths as well as honest acceptance and responsibility for weaknesses. The best leaders have the trust of their followers, are held by those they lead to be dedicated, and are believed by their followers as really caring about them and their concerns.

NMCI help on the Web

Darlene Shaw

e-Business/Knowledge Management

Now that the majority of FISC San Diego employees have converted to the Navy Marine Corps Intranet (NMCI) network, it would be good to explore the help available online.

The URL for the NMCI Strike Force Web site is <http://www.nmci-isf.com>. This can also be reached from the NMCI Home Port site (<http://homeport>) by clicking on the NMCI Strike Force graphic on the left top corner of the page.

The information here is divided amongst several categories catering to users. In the bottom right hand corner, there is a "What's New" section which scrolls the latest entries to the site. These entries include the title, the content, and the date the item was added.

A variety of documents are available in Adobe.pdf form in the "Helping You Succeed" section. They can be completed online or downloaded to the user's machine. These include moves, adds, changes (MAC) request forms, "how to" guides, templates, and other useful forms.

Desk-side User's Guides are available for Windows 2000, Outlook 2000, WinZip, Remote Access Service (RAS), and color printing. These guides

can be viewed online or printed. Subjects are listed at the top of each guide and link to the sections described. They include color screen shots and detailed instructions.

Another helpful section is the "FAQ" area. You can find the FAQs on the blue navigation bar on the left side of the site. The FAQs are categorized and appear in alphabetical order. The FAQ entries include the date posted.

Under the "Communications Watch," a user will find briefs, press releases, and ready reference guides.



This area has current entries. The items here carry the date of posting as do the other areas of the site.

Most importantly, under "Services," there is a section called "User Training." This training is available to all users with NMCI seats. There is no charge for this training and a user can access it from their desktop. There are classes for all the Microsoft software as well as other Gold Disk software. Various levels of training are available from beginners to power users. A complete view of your transcript (start, end, score and status) is available for all courses completed.

Go to the site and take a look – it should assist you in making the change!

Summer Peak

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move date needs but you should expect a delay of several weeks if you change your dates during the summer peak season."

He stated that the FISC San Diego PPSO is committed to making household goods moves as smooth and efficient as possible. "Customers can schedule counseling and application appointments using our automated service by calling 619-556-MOVE and selecting option 3, then option 1. Or they can call our toll-free number 1-888-

216-5733 to access the automated system," Franklin suggested.

If other than the military member or civilian employee attends the counseling session, that person must have a proper Power of Attorney or a written authorization countersigned by a commissioned officer, O5 or above, to arrange the move.

General information on household goods and helpful topics for getting ready for a move are available on the FISC San Diego Web site home page at www.sd.fisc.navy.mil under Personal Property.